



GLADSTONE MANAGEMENT

POSITION DESCRIPTION AND CANDIDATE SPECIFICATION

Position Title: Managing Director – Real Estate
Company: Gladstone Management Corporation is the investment adviser to Gladstone Land Corporation a REIT
Reports To: President of Gladstone Land
Location: Florida (Preference for Plant City or Tampa)

Education

Required: BA or BS, College degree from a good university

Desired: Degree in Business

Desired: MBA

Desired: Education in real estate

Experience/Skills

Required: Experience working in Agriculture

Desired: Working for a REIT or a private investment group investing in real estate.

Required: Substantial experience in agricultural real estate in the United States.

Required: Strong marketing ability for finding and acquiring real estate

Required: Substantial knowledge of the real estate brokerage market

Required: Knowledge of the farmers and farm owners in Florida

Required: Able to develop, communicate, and focus on key issues.

Required: Solid working knowledge of Microsoft Excel and Word.

Desired: An excellent working knowledge of financial reports of farmers

Desired: Strong knowledge of sale and lease back transactions

Desired: Experience in underwriting single properties

Desired: Knowledge of Argus models

Personal Attributes

- Uncompromising personal integrity.
- Tenacious in meeting deadlines, with a strong sense of urgency and good self-management discipline. Capable of working effectively under pressure.
- Organized and efficient, with good ability to define priorities; good at figuring out the processes necessary to get things done.
- Works well without close supervision.
- Good interpersonal and communication skills. Ability to work through conflicts, gain trust and persuasively influence outcomes.
- Able to adapt to differing situations and changing priorities.
- A confident, team player who listens to internal and external input but can take decisive action.

Position Responsibilities and Goals

- I. Manage the process of finding and buying farms and farming buildings in Florida, Georgia and perhaps other states.
 - A. Build a portfolio of properties in the US.
 - B. Find and acquire good real estate to purchase.
- II. Develop and execute a marketing plan for a geographic part of the US with projections followed by quarterly updates on progress.
- III. Over time, develop a team that looks for and acquires real estate investments in the stated geographic area and be responsible for marketing and underwriting transactions.
- IV. Presentation to the real estate investment committee of proposed investments
 - A. Prepare and make presentations to the investment committee
 - B. Supervise and review all financial modeling to assure accuracy and reasonability of assumptions.

Benefits and Miscellaneous Information

- Base salary and bonus and a profit sharing plan
- Savings plans: 401K Plan, 529 College Savings Plan, Section 125 Flexible Spending Accounts and Deferred Compensation Plan
- Insurance plans: Health, Dental, Vision, Life, STD, LTD and AD&D all fully paid for by the Company.
- Leave: Vacation, Sick and Holidays
- Travel around Florida and surrounding states required

Company Information

Gladstone Management Corp.
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McLean, VA 22102

www.gladstoneland.com
www.gladstonecompanies.com

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